

# AUTO CR - LOG SUMMARY #1071889

TYPE: CR

## Incident Finding / Overall Case Finding

Description of Incident	Finding	Entered By	Entered Date
	SUSTAINED	ROUSSELL, JAMES	16-JUN-2015

## Reporting Party Information

	Role	Name	Star No.	Emp No.	UOA / UOD	Position	Sex	Race	Address	Phone
CPD Employee	Reporting Party Third Party	WARE, TIMOTHY F	2331		002 /	SERGEANT OF POLICE	M	BLK		

## Incident Information

Incident From Date/Time	Address of Incident	Beat	Dist. Of Occurrence	Location Code	Location Description
07-OCT-2014 05:40 - 07-OCT-2014 05:40	5101 S WENTWORTH AVE, CHICAGO, IL 60609	0225	002	280 - POLICE FACILITY/VEH PARKING LOT	

## Accused Members

	Role	Name	Star No.	Emp No.	UOA / UOD	Position	Status	Initial / Intake Allegation
CPD Employee	Accused	DAVIS, ETIENNE			002 /	POLICE OFFICER	ON Duty	The reporting party alleged that the accused failed to comply with the city's indebtedness program within the time allotted.

## Other Involved Parties

	Role	Name	Star No.	Emp No.	UOA / UOD	Position	Sex	Race	Address	Phone
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## Involved Party Associations

Role	Rep. Party Name	Related Person	Relationship
Reporting Party Third Party	WARE, TIMOTHY F	DAVIS, ETIENNE	OTHER

## Incident Details

CR Required?		Manner Incident Received?	PAX
Confidential?		Biased Language?	N
Extraordinary Occurrence?	N	Bias Based Profiling?	N
Police Shooting (U)?	N	Alcohol Related?	N
Non Disciplinary Intervention:	N	Pursuit Related?	N
Initial Assignment:	IAD	Violence in Workplace?	N
Notify IAD Immediately?	N	Domestic Violence?	N
EEO Complaint No.:			
Civil Suit No.:		Civil Suit Settled Date:	
Notify Chief Administrator?	N	Notify Chief?	
Notify Coordinator?		Notification Does Not Apply?	Y
Notification Other?	N		
Notification Comments:			

## Incident Category List

Incident Category	Primary?	Initial?
10J - GROUP 10 - OPERATION/PERSONNEL VIOLATIONS (ON DUTY) NEGLECT OF DUTY	Y	Y
10J - GROUP 10 - OPERATION/PERSONNEL VIOLATIONS (ON DUTY) NEGLECT OF DUTY	Y	N

## Investigator History

## Investigator History

Investigator	Type	Assigned Team	Assigned Date	Scheduled End Date	Investigation End Date	No. of Days
BAIER, JAMES	Primary	GENERAL INVESTIGATION SECTION	15-OCT-2014	14-DEC-2014	03-DEC-2014	49
O KELLY, PATRICK	Supervisor	GENERAL INVESTIGATION SECTION	15-OCT-2014	14-NOV-2014	03-DEC-2014	

## Extension History

Name	Previous Scheduled End Date	Extended Scheduled End Date	Date Certified Letter Sent	Reason Selected	Explanation	Extension Report Date	Approved By	Approved Date	Approval Comments
BAIER, JAMES	14-NOV-2014	14-DEC-2014		ACCUSED UNAVAIL. FOR INTERVIEW (REASON, EXPECTED RETURN DATE)	The Accused officer is on furlough. His anticipated interview date is 01 Dec 14 at 1800hrs	12-NOV-2014	O KELLY, PATRICK	13-NOV-2014	

## Current Allegations

Accused Name	Seq. No.	Allegation	Category	Subcategory	Finding
DAVIS, ETIENNE	1	It is alleged by Sgt. James BAIER , Star #879, Unit 121 that the accused Police Officer Etienne Davis, Star # 18404, Unit 002 received a written order-Notice of Indebtedness form, referencing E01-07 on 15 May 2014 and failed to come into compliance within 30 days of being notified of his indebtedness to the City of Chicago.	009 GROUP 09 - CONDUCT UNBECOMING VIOLATIONS (OFF DUTY)	INDEBTEDNESS TO CITY	SUSTAINED

## Situations (Allegation Details)

Accused Name	Alleg. No.	Situation	Victim/Offender Armed?	Weapon Types	Weapon Other	Weapon Recovered?	Deceased?
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## Status History

Resulting Status	Status Date/Time	Created By	Position	UOA / UOD	Comments
CLOSED/FINAL	10-JUL-2015 08:02	ANDERSON, RORY	POLICE AGENT	121 /	
PENDING IMPLEMENT ACTION	10-JUL-2015 07:33	COSTELLO, ROBERT	SERGEANT OF POLICE	004 / 121	
PENDING FINANCE DIVISION RESPONSE	16-JUN-2015 11:58	ANDERSON, RORY	POLICE AGENT	121 /	
PENDING REVIEW AFTER SUPERINTENDENT DECISION	16-JUN-2015 09:41	ROUSSELL, JAMES	SUPT'S CHIEF OF STAFF	111 /	
PENDING SUPERINTENDENT DECISION	04-MAY-2015 07:10	ANDERSON, RORY	POLICE AGENT	121 /	
PENDING ACCUSED APPEAL	09-MAR-2015 05:47	RIVERA, JUAN	CHIEF	121 /	
PENDING ASSISTANT DEPUTY SUPERINTENDENT REVIEW	15-JAN-2015 09:16	SUSNIS, MAUREEN	SERGEANT OF POLICE	121 /	
PENDING ADVOCATE SECOND REVIEW	15-JAN-2015 06:47	ANDERSON, RORY	POLICE AGENT	121 /	
PENDING REVIEW AFTER COMMAND CHANNEL (I.A.D.)	14-JAN-2015 03:38	MC NAUGHTON, DAVID	DEP CHIEF	211 /	
PENDING COMMAND CHANNEL REVIEW	06-JAN-2015 11:09	WILLIAMS, TERENCE	COMMANDER	002 /	
PENDING COMMAND CHANNEL REVIEW	06-JAN-2015 10:00	SUSNIS, MAUREEN	SERGEANT OF POLICE	121 /	
PENDING ADVOCATE REVIEW	18-DEC-2014 09:16	ANDERSON, RORY	POLICE AGENT	121 /	
PENDING REVIEW INCIDENT (I.A.D./DISTRICT USE)	04-DEC-2014 07:26	O KELLY, PATRICK	SERGEANT OF POLICE	121 /	
PENDING LIEUTENANT REVIEW	04-DEC-2014 07:25	O KELLY, PATRICK	SERGEANT OF POLICE	121 /	
PENDING INVESTIGATIVE REVIEW	03-DEC-2014 04:49	BAIER, JAMES	SERGEANT OF POLICE	121 /	
PENDING INVESTIGATION	15-OCT-2014 07:06	TIERNEY, JOHN	SERGEANT OF POLICE	121 /	
PENDING ASSIGN INVESTIGATOR	09-OCT-2014 09:50	CLARK, SUSAN	LIEUTENANT OF POLICE	121 /	 Type Changed from INFO to CR on 09-OCT-2014 09:50 by CLARK, SUSAN
PENDING APPROVE TEAM	08-OCT-2014 01:35	WATSON, JOHN	POLICE OFFICER	121 /	

## Status History

Resulting Status	Status Date/Time	Created By	Position	UOA / UOD	Comments
PENDING ASSIGN TEAM	08-OCT-2014 11:29	QUERFURTH, PATRICK	SUPERVISING INV COPA	113 /	
PENDING SUPERVISOR REVIEW	07-OCT-2014 08:08	LUKAS, JAMES	INVESTIGATOR 3 COPA	113 /	
PRELIMINARY	07-OCT-2014 08:08	LUKAS, JAMES	INVESTIGATOR 3 COPA	113 /	
PRELIMINARY	07-OCT-2014 08:08	LUKAS, JAMES	INVESTIGATOR 3 COPA	113 /	
PRELIMINARY	07-OCT-2014 08:06	LUKAS, JAMES	INVESTIGATOR 3 COPA	113 /	
PRELIMINARY	07-OCT-2014 08:05	DEAN, BRUCE	SUPERVISING INV COPA	113 /	return
PENDING SUPERVISOR REVIEW	07-OCT-2014 07:54	DEAN, BRUCE	SUPERVISING INV COPA	113 /	
PRELIMINARY	07-OCT-2014 07:53	DEAN, BRUCE	SUPERVISING INV COPA	113 /	edit
PENDING SUPERVISOR REVIEW	07-OCT-2014 05:47	KUYKENDOLL, ANITA	INVESTIGATOR 3 COPA	113 /	
PRELIMINARY	07-OCT-2014 05:47	KUYKENDOLL, ANITA	INVESTIGATOR 3 COPA	113 /	

## Attachments

No.	Type	Related Person	No. of Pages	Narrative	Original in File	Entered By	Entered Date/Time	Status	Approve Content	Approve Inclusion
1	FACE SHEET					KUYKENDOLL, ANITA	07-OCT-2014 05:47			
1	INVESTIGATION					BAIER, JAMES	23-OCT-2014 09:38			
2	CONFLICT CERTIFICATION					BAIER, JAMES	27-OCT-2014 05:49			
3	DOCUMENTS - INVESTIGATION		1	sworn affidavit not required	N	BAIER, JAMES	13-NOV-2014 06:28	APPROVED		
4	DOCUMENTS - INVESTIGATION		1		N	BAIER, JAMES	06-NOV-2014 04:44	APPROVED		
5	ACCUSED NOTIFICATION OF ALLEGATIONS	ACCUSED - DAVIS, ETIENNE				BAIER, JAMES	05-NOV-2014 04:59	ACCUSED ACKNOWLEDGED ALLEGATIONS		
6	DOCUMENTS - INVESTIGATION		7	Employee Resouce-Indebtedness to the City of Chicago (E01-07)	N	BAIER, JAMES	06-NOV-2014 04:42	APPROVED		
7	DOCUMENTS - INVESTIGATION		1		N	BAIER, JAMES	06-NOV-2014 04:45	APPROVED		
8	DOCUMENTS - INVESTIGATION		1	Unit Signature roster	N	BAIER, JAMES	06-NOV-2014 04:43	APPROVED		
9	DOCUMENTS - INVESTIGATION		1		N	BAIER, JAMES	06-NOV-2014 04:40	APPROVED		
10	DOCUMENTS - INVESTIGATION		1	Investigatory Step	N	BAIER, JAMES	13-NOV-2014 06:31	APPROVED		
11	DOCUMENTS - INVESTIGATION		1	water bill payment recepit	N	BAIER, JAMES	17-NOV-2014 04:52	APPROVED		
12	DOCUMENTS - INVESTIGATION		6	PO ETIENNE DAVIS #18404	N	BAIER, JAMES	01-DEC-2014 06:54	APPROVED		
13	DOCUMENTS - INVESTIGATION		2	PO ETIENNE DAVIS#18404	N	BAIER, JAMES	02-DEC-2014 04:57	APPROVED		
	DOCUMENTS - ACCUSED APPEAL	ACCUSED - DAVIS, ETIENNE	2	Acceptance of Penalty by Member (REPRIMAND). Request for Review of Discipline(Reprimands and Suspensions from One (1) to Ten (10) Days) CPC-44.246	N	ANDERSON, RORY	04-MAY-2015 06:53	APPROVED		
	DOCUMENTS - INVESTIGATION		5		N	BAIER, JAMES	03-DEC-2014 04:39	APPROVED		

## Review Incident

Review Type	Accused/Involved Member Name	Result Type	Reviewed By	Position	Unit	Review Date	Remarks
ASSISTANT DEPUTY SUPERINTENDENT REVIEW	DAVIS, ETIENNE	SUBMITTED	RIVERA, JUAN	CHIEF	121	09-MAR-2015 05:47	
ASSISTANT ADVOCATE REVIEW	DAVIS, ETIENNE	SUBMITTED	ANDERSON, RORY	POLICE AGENT	121	15-JAN-2015 06:47	Command Channel Review Concurred with Findings/Recommendations. To Chief Rivera for Review/Approval.
ASSISTANT ADVOCATE REVIEW		SUBMITTED	ANDERSON, RORY	POLICE AGENT	121	18-DEC-2014 09:16	Command Channel Review to Units 002 and 211.
LIEUTENANT REVIEW		SUBMITTED	O KELLY, PATRICK	SERGEANT OF POLICE	196	04-DEC-2014 07:26	
SERGEANT REVIEW		SUBMITTED	O KELLY, PATRICK	SERGEANT OF POLICE	196	04-DEC-2014 07:25	

## Review Accused

Review Type	Accused/Involved Member Name	Result Type	Reviewed By	Position	Unit	Review Date	Remarks
ADVOCATE OFFICE CLOSING STEPS	DAVIS, ETIENNE	SUBMITTED	ANDERSON, RORY	POLICE AGENT	121	10-JUL-2015 08:02	CLOSED/FINAL.
REVIEW AFTER SUPERINTENDENT DECISION	DAVIS, ETIENNE	SUBMITTED	ANDERSON, RORY	POLICE AGENT	121	16-JUN-2015 11:58	
SUPERINTENDENT DECISION	DAVIS, ETIENNE	SUBMITTED	ROUSSELL, JAMES	DEPUTY DIRECTOR	111	16-JUN-2015 09:41	
ADVOCATE OFFICE ACCUSED REVIEW	DAVIS, ETIENNE	SUBMITTED	ANDERSON, RORY	POLICE AGENT	121	04-MAY-2015 07:10	Member Accepted Penalty
ADVOCATE OFFICE ACCUSED REVIEW	DAVIS, ETIENNE	SUBMITTED	ANDERSON, RORY	POLICE AGENT	121	24-APR-2015 08:36	
ADVOCATE REVIEW	DAVIS, ETIENNE	SUBMITTED	SUSNIS, MAUREEN	LIEUTENANT OF POLICE	196	15-JAN-2015 09:16	CCR concurred with Finding and Penalty.
COMMAND CHANNEL REVIEW	DAVIS, ETIENNE	SUBMITTED	MC NAUGHTON, DAVID	DEP CHIEF	115	14-JAN-2015 03:38	
COMMAND CHANNEL REVIEW	DAVIS, ETIENNE	SUBMITTED	WILLIAMS, TERENCE	DEP CHIEF	140	06-JAN-2015 11:09	
ADVOCATE REVIEW	DAVIS, ETIENNE	SUBMITTED	SUSNIS, MAUREEN	LIEUTENANT OF POLICE	196	06-JAN-2015 10:00	CCR

## Accused Finding History

Accused	Allegation	Reviewed By	Reviewed Date/Time	CCR?	Concur?	Finding	Finding Comments
DAVIS, ETIENNE	1. It is alleged by Sgt. James BAIER , Star #879, Unit 121 that...	ROUSSELL, JAMES	16-JUN-2015 09:41			SUSTAINED	
DAVIS, ETIENNE	1. It is alleged by Sgt. James BAIER , Star #879, Unit 121 that...	RIVERA, JUAN	09-MAR-2015 05:47		Y	SUSTAINED	
DAVIS, ETIENNE	1. It is alleged by Sgt. James BAIER , Star #879, Unit 121 that...	MC NAUGHTON, DAVID	14-JAN-2015 03:38	Y	Y	SUSTAINED	
DAVIS, ETIENNE	1. It is alleged by Sgt. James BAIER , Star #879, Unit 121 that...	WILLIAMS, TERENCE	06-JAN-2015 11:09	Y	Y	SUSTAINED	
DAVIS, ETIENNE	1. It is alleged by Sgt. James BAIER , Star #879, Unit 121 that...	BAIER, JAMES	03-DEC-2014 04:49			SUSTAINED	

## Accused Penalty History

Accused	Reviewed By	Reviewed Date/Time	CCR?	Concur?	Penalty	Penalty Comments
DAVIS, ETIENNE	ROUSSELL, JAMES	16-JUN-2015 09:41			REPRIMAND	
DAVIS, ETIENNE	RIVERA, JUAN	09-MAR-2015 05:47		Y	REPRIMAND	
DAVIS, ETIENNE	MC NAUGHTON, DAVID	14-JAN-2015 03:38	Y	Y	REPRIMAND	
DAVIS, ETIENNE	WILLIAMS, TERENCE	06-JAN-2015 11:09	Y	Y	REPRIMAND	
DAVIS, ETIENNE	O KELLY, PATRICK	04-DEC-2014 07:25			REPRIMAND	

## Findings

Accused Name	Allegations	Category	Concur?	Findings	Comments
DAVIS, ETIENNE	It is alleged by Sgt. James BAIER , Star #879, Unit 121 that the accused Police Officer Etienne Davis, Star # 18404, Unit 002 received a written order-Notice of Indebtedness form, referencing E01-07 on 15 May 2014 and failed to come into compliance within 30 days of being notified of his indebtedness to the City of Chicago.	009 GROUP 09 - CONDUCT UNBECOMING VIOLATIONS (OFF DUTY)		SUSTAINED	



# FACE SHEET (Notification Date: 07-OCT-2014) - LOG #1071889

TYPE: CR

## Reporting Party Information

	Role	Name	Star No.		UOA / UOD	Position	Sex	Race	Address	Phone
CPD Employee	Reporting Party Third Party	WARE, TIMOTHY F	2331		002 /	SERGEANT OF POLICE	M	BLK		

## Incident Information

Incident From Date/Time	Address of Incident	Beat	Dist. Of Occurrence	Location Code	Location Description
07-OCT-2014 05:40 - 07-OCT-2014 05:40	5101 S WENTWORTH AVE, CHICAGO, IL 60609	0225	002	280 - POLICE FACILITY/VEH	PARKING LOT

## Accused Members

	Role	Name	Star No.		UOA / UOD	Position	Status	Initial / Intake Allegation
CPD Employee	Accused	DAVIS, ETIENNE			002 /	POLICE OFFICER	ON Duty	The reporting party alleged that the accused failed to comply with the city's indebtedness program within the time allotted.

## Incident Details

CR Required?		Manner Incident Received?	PAX
Confidential?		Biased Language?	N
Extraordinary Occurrence?	N	Bias Based Profiling?	N
Police Shooting (U)?	N		
Motor Vehicle (V)?		Alcohol Related?	N
Non Disciplinary Intervention:	N	Pursuit Related?	N
Initial Assignment:	IAD	Violence in Workplace?	N
Notify IAD Immediately?	N	Domestic Violence?	N
EEO Complaint No.:			
Civil Suit No.:		Notify Chief?	
Notify Chief Administrator?	N	Notification Does Not Apply?	Y
Notify Coordinator?			
Notification Other?	N		

## Initial Incident Category List

Initial Incident Category	Primary?
10J - GROUP 10 - OPERATION/PERSONNEL VIOLATIONS (ON DUTY) NEGLECT OF DUTY	Y
10J - GROUP 10 - OPERATION/PERSONNEL VIOLATIONS (ON DUTY) NEGLECT OF DUTY	Y

## Assignment History

Assigned To	Assigned Team	Investigator	Assignment Date/Time	Assigned By	Reason
IAD	GENERAL INVESTIGATION SECTION	O KELLY, PATRICK (SUPERVISOR)	15-OCT-2014 07:06	TIERNEY, JOHN	
IAD	GENERAL INVESTIGATION SECTION	BAIER, JAMES (PRIMARY INV)	15-OCT-2014 07:06	TIERNEY, JOHN	
IAD	GENERAL INVESTIGATION SECTION	-	08-OCT-2014 13:35	WATSON, JOHN	
IAD	INTERNAL AFFAIRS DIVISION	-	07-OCT-2014 17:47	KUYKENDOLL, ANITA	

## Status History

Resulting Status	Status Date/Time	Created By	Position	UOA / UOD	Comments
CLOSED/FINAL	10-JUL-2015 08:02	ANDERSON, RORY	POLICE AGENT	121 /	
PENDING IMPLEMENT ACTION	10-JUL-2015 07:33	COSTELLO, ROBERT	SERGEANT OF POLICE	004 / 121	
PENDING FINANCE DIVISION RESPONSE	16-JUN-2015 11:58	ANDERSON, RORY	POLICE AGENT	121 /	

## Status History

Resulting Status	Status Date/Time	Created By	Position	UOA / UOD	Comments
PENDING REVIEW AFTER SUPERINTENDENT DECISION	16-JUN-2015 09:41	ROUSSELL, JAMES	SUPT'S CHIEF OF STAFF	111 /	
PENDING SUPERINTENDENT DECISION	04-MAY-2015 07:10	ANDERSON, RORY	POLICE AGENT	121 /	
PENDING ACCUSED APPEAL	09-MAR-2015 05:47	RIVERA, JUAN	CHIEF	121 /	
PENDING ASSISTANT DEPUTY SUPERINTENDENT REVIEW	15-JAN-2015 09:16	SUSNIS, MAUREEN	SERGEANT OF POLICE	121 /	
PENDING ADVOCATE SECOND REVIEW	15-JAN-2015 06:47	ANDERSON, RORY	POLICE AGENT	121 /	
PENDING REVIEW AFTER COMMAND CHANNEL (I.A.D.)	14-JAN-2015 03:38	MC NAUGHTON, DAVID	DEP CHIEF	211 /	
PENDING COMMAND CHANNEL REVIEW	06-JAN-2015 11:09	WILLIAMS, TERENCE	COMMANDER	002 /	
PENDING COMMAND CHANNEL REVIEW	06-JAN-2015 10:00	SUSNIS, MAUREEN	SERGEANT OF POLICE	121 /	
PENDING ADVOCATE REVIEW	18-DEC-2014 09:16	ANDERSON, RORY	POLICE AGENT	121 /	
PENDING REVIEW INCIDENT (I.A.D./DISTRICT USE)	04-DEC-2014 07:26	O KELLY, PATRICK	SERGEANT OF POLICE	121 /	
PENDING LIEUTENANT REVIEW	04-DEC-2014 07:25	O KELLY, PATRICK	SERGEANT OF POLICE	121 /	
PENDING INVESTIGATIVE REVIEW	03-DEC-2014 04:49	BAIER, JAMES	SERGEANT OF POLICE	121 /	
PENDING INVESTIGATION	15-OCT-2014 07:06	TIERNEY, JOHN	SERGEANT OF POLICE	121 /	
PENDING ASSIGN INVESTIGATOR	09-OCT-2014 09:50	CLARK, SUSAN	LIEUTENANT OF POLICE	121 /	 Type Changed from INFO to CR on 09-OCT-2014 09:50 by CLARK, SUSAN
PENDING APPROVE TEAM	08-OCT-2014 01:35	WATSON, JOHN	POLICE OFFICER	121 /	
PENDING ASSIGN TEAM	08-OCT-2014 11:29	QUERFURTH, PATRICK	SUPERVISING INV COPA	113 /	
PENDING SUPERVISOR REVIEW	07-OCT-2014 08:08	LUKAS, JAMES	INVESTIGATOR 3 COPA	113 /	
PRELIMINARY	07-OCT-2014 08:08	LUKAS, JAMES	INVESTIGATOR 3 COPA	113 /	
PRELIMINARY	07-OCT-2014 08:08	LUKAS, JAMES	INVESTIGATOR 3 COPA	113 /	
PRELIMINARY	07-OCT-2014 08:06	LUKAS, JAMES	INVESTIGATOR 3 COPA	113 /	
PRELIMINARY	07-OCT-2014 08:05	DEAN, BRUCE	SUPERVISING INV COPA	113 /	return
PENDING SUPERVISOR REVIEW	07-OCT-2014 07:54	DEAN, BRUCE	SUPERVISING INV COPA	113 /	
PRELIMINARY	07-OCT-2014 07:53	DEAN, BRUCE	SUPERVISING INV COPA	113 /	edit
PENDING SUPERVISOR REVIEW	07-OCT-2014 05:47	KUYKENDOLL, ANITA	INVESTIGATOR 3 COPA	113 /	
PRELIMINARY	07-OCT-2014 05:47	KUYKENDOLL, ANITA	INVESTIGATOR 3 COPA	113 /	

**SWORN AFFIDAVIT FOR COMPLAINT LOG INVESTIGATION**  
**CHICAGO POLICE DEPARTMENT**

STATE OF ILLINOIS )

COUNTY OF COOK )

CC

Location of Incident	Date	Time
Summary of Statement(s):		

I, \_\_\_\_\_ hereby state as follows:

1. I have read the above summary and/or attached statement(s) in its entirety, reviewed it for accuracy and been given an opportunity to make corrections and additions to the statement(s).
2. Under penalties as provided by law pursuant to 735 ILCS 5/1-109, I certify that the information set forth in the statement(s) above and/or attached summary is true and correct except as to any matters therein stated to be on information and belief as to such matters, I certify as aforesaid that I verily believe the same to be true.

Print Affiant's Name \_\_\_\_\_

Print Witness's Name \_\_\_\_\_

Affiant's Signature \_\_\_\_\_

Witness's Signature \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_

CPD-44.126 (Rev. 6/09) English

Attachment No. \_\_\_\_\_

Complaint Log No. \_\_\_\_\_

Bureau of Patrol  
002<sup>nd</sup> District

07 October 2014

TO: Terence V. Williams  
FROM: Sgt T. Ware #2331  
002<sup>nd</sup> District  
SUBJECT: Complaint Registered Number 1071889 Initiation Report

ACCUSED: P.O Etienne Davis #18404  
IPRA NOTIFICATION: Inv. Kuykendoll #106  
DATE / TIME: 07 October 2014 @ 1740 hrs.

The above listed CR# 1071889 was obtained after the accused failed to come into compliance with the City of Chicago Indebtedness within the time allotted.



Sgt. T. Ware #2331

APPROVED:

Commander Terence V. Williams

**INDEBTEDNESS TO THE CITY OF CHICAGO**

			
<b>ISSUE DATE:</b>	13 September 2013	<b>EFFECTIVE DATE:</b>	13 September 2013
<b>RESCINDS:</b>	15 May 2013 Version		
<b>INDEX CATEGORY:</b>	Employee Rights and Responsibilities		

**I. PURPOSE**

This directive:

- A. states Department policy concerning indebtedness to the City of Chicago.
- B. provides procedures for the notification and disposition of such indebtedness consistent with the City of Chicago Employee Indebtedness Program.
- C. continues:
  - 1. Notice of Indebtedness (CPD-61.227).
  - 2. City of Chicago Employee Indebtedness Program Voluntary Wage Deduction Agreement form.

**II. POLICY**

It is the policy of the Chicago Police Department that all members demonstrate the highest standards of conduct in public employment. The existence of overdue debts to the City of Chicago is inconsistent with Department Rules & Regulations and policy. Since all persons are required by law to pay their indebtedness to the City, any inconsistent treatment of Department members adversely affects public perception of fair and impartial law enforcement. The Chicago Police Department will fully participate in the City of Chicago Employee Indebtedness Program.

**III. GENERAL INFORMATION**

- A. The City of Chicago Personnel Rules, Rule 18, Item 52, prohibits any present City employee from having overdue debt with the City.
- B. All members of the Department will be included in this program.
- C. The City of Chicago, Department of Finance, will generate a timely data file, by department, of employees who have overdue debt.
- D. The Chicago Police Department will print Notices of Indebtedness from the City of Chicago, Department of Finance, data file addressed to each Department member having overdue debt. Each Notice of Indebtedness will include the amount and type of overdue debt. In addition, the Department will print a listing of indebted members and a Unit Signature Roster by control date (date established by the Human Resources Division).
- E. After notification by the Department and the completion of summary punishment:
  - 1. non-exempt, non-probationary members have 30 days from the date of notification to come into compliance.
  - 2. exempt members, probationary members (who have not completed 18 months of service), and members not represented by a collective bargaining agreement have 7 days from the date of notification to come into compliance.



**NOTE:** The initiation of summary punishment is pursuant to having outstanding debt to the City and not immediately making arrangements to address the debt. The SPAR will be processed to completion based on the initial notification of the outstanding debt and **will not** be delayed, postponed, or held in abeyance for the above time frames, while the member comes into compliance.

F. Within the time periods outlined in Item III-E, the member must resolve the overdue debt in one of the following ways, as permitted by the debt collection department's internal procedures:

1. **Document Payments or Challenges:** provide documentation to the appropriate City department(s) that the outstanding debt has already been paid or that an administrative or court hearing is pending for municipal citation(s).
  - a. Members who wish to contest the validity of a particular debt must do so at the appropriate debt collection department.
  - b. Members who wish to request a hearing for municipal citations may do so at any of the City of Chicago, Department of Finance's service centers. Service center information can be found at the City of Chicago, Department of Finance, website located at [www.cityofchicago.org/finance](http://www.cityofchicago.org/finance).
  - c. Members who believe that they have paid a citation, or that it has been dismissed by a court or the administrative hearing, may contact the City of Chicago, Department of Finance, Indebtedness Unit.
2. **Pay In Full:** pay the outstanding debt in full at the respective debt collection department(s).
3. **Payroll Deduction:** establish a voluntary, irrevocable contract with the City of Chicago, through the City of Chicago, Department of Finance, for regular, automatic payroll deductions (not to exceed a six month period), until the debt is completely paid. To participate in the program a member must have indebtedness greater than \$250.00.
  - a. To apply for voluntary payroll deduction a member will:
    - (1) contact the Chicago Police Department, Finance Division, Payroll Section.
    - (2) identify the amount of indebtedness to be paid, the City department that will receive the payroll deduction, and the length of time the deduction will be in effect (not to exceed a six month period).
    - (3) provide a copy of their Notice of Indebtedness and the City of Chicago, Department of Finance, printouts of the applicable municipal citations and/or bills, indicating the amount past due.
    - (4) contact the Chicago Police Department, Finance Division, Payroll Section, immediately, if the member decides to pay in full the debt that he or she is currently paying through a voluntary payroll deduction agreement.
    - (5) if an overpayment results under a voluntary payroll deduction agreement, contact both the:
      - (a) Chicago Police Department, Finance Division, Payroll Section, and
      - (b) City of Chicago, Department of Finance, Indebtedness Unit for refund information.
  - b. The Chicago Police Department, Finance Division, Payroll Section, will:
    - (1) ensure that the amount of the deduction is consistent with the amount sought by the City of Chicago, Department of Finance. This can be accomplished in either of two ways:
      - (a) attach the City of Chicago, Department of Finance, printouts provided by the member, or

- (b) attach a copy of the Notice of Indebtedness, listing municipal citation number(s) and/or bill account number(s) and amount(s) owed.

**NOTE:** Members may only deduct the debt amount identified by the Employee Indebtedness Program system.

- (2) complete an City of Chicago Employee Indebtedness Program Voluntary Wage Deduction Agreement and have the member sign the document.
  - (3) immediately forward the original City of Chicago Employee Indebtedness Program Voluntary Wage Deduction Agreement with all supplemental documents to the City of Chicago, Department of Finance, Indebtedness Unit.
  - (4) forward a photocopy to the Human Resources Division.
- c. The City of Chicago will begin deducting monies from the member's payroll check after receipt of the Indebtedness Payment Agreement and continue the deduction until the debt amount has been met.
4. **Payment Plan to City Department:** establish a payment plan with the appropriate City department.
  5. **Payment Plan with City Law Firm:** establish a payment agreement with the appropriate collection law firm that represents the City.
  6. **Bankruptcy:** provide a petition filed in Bankruptcy Court which lists all City debts as dischargeable debts.

**NOTE:** Municipal citation debt is not dischargeable under a Chapter 7 bankruptcy.

- G. Members who set up a voluntary payroll deduction agreement will not forestall any other enforcement action that the City would take against any other citizen.

**EXAMPLE:** For example, participation in a voluntary payroll deduction agreement does not mean that a vehicle will not be treated as boot eligible.

- H. **Department members who fail to come into compliance in the prescribed time frames, including failure to complete a payment plan, will be subject to additional disciplinary action, including discharge.** It is the member's responsibility to verify the totality of his or her debt(s) with the respective debt collection department(s).

- I. The following criteria will be used when reviewing a member's documentation to determine compliance or non-liability:

1. A receipt or computer inquiry printout from the appropriate collection department(s), indicating the citation number(s) or account number(s) in question, and the requested amount paid in full.
2. Canceled check(s) from the member's personal account payable to the appropriate collection department(s). Appropriate citation numbers and/or account numbers must be indicated on the check.
3. A copy of the City of Chicago Employee Indebtedness Program Voluntary Wage Deduction Agreement provided by the member for the full amount due, payable within 12 pay periods. The agreement must be signed by the Chicago Police Department, Finance Division Indebtedness liaison.
4. A copy of the payment contract from the appropriate City department.

5. A copy of the payment agreement with the appropriate collection law firm that represents the City of Chicago.

**NOTE:** The member must be current with his payments on a monthly basis to the appropriate collection law firm that represents the City to be considered in compliance. The City of Chicago, Department of Finance, will verify this information.

6. A computer inquiry printout from the City of Chicago, Department of Finance, indicating citation numbers and the license plate and/or driver's license number to which the citations were issued, if a member is contending that the municipal citations in question were issued to an individual other than himself.

**NOTE:** This printout should be submitted to the Human Resources Division, Administration Section, along with a copy of the member's driver's license showing a different driver's license number from that listed on the printout.

7. A copy of the court filing contesting the debt.

J. The following documentation will not be acceptable in determining a member's compliance or non-liability:

1. Copies of uncanceled checks or money orders.
2. A To-From-Subject report submitted without accompanying documentation demonstrating compliance.
3. Documentation by a member stating that another driver was responsible for a citation. The registered owner of the vehicle, based upon the state license plate, is liable for the debt.

#### IV. PROCEDURES AND RESPONSIBILITIES

A. Department members will:

1. sign and date two Notices of Indebtedness upon presentation by a supervisory member, keeping one copy for the member's records and immediately returning one to the presenting supervisor.
2. follow the procedures outlined in the Department directive entitled "Summary Punishment" when responding to the Summary Punishment Action Request (SPAR).
3. resolve their overdue debt to the City, in the manner specified in Item III-F of this directive.
4. be subjected to additional disciplinary action if they fail to resolve their overdue debt to the City within the time limit as specified in Item III-E.
5. obtain a receipt from the appropriate debt collection department when an overdue debt has been resolved.

**NOTE:** Members are responsible for ensuring that any receipts obtained from the City of Chicago, Department of Finance, accurately reflect payment for the citation number(s) listed on the Notice of Indebtedness. Any inconsistency, even if the correct amount was paid, will be deemed to be non-compliance if the receipt does not show payment for a specific citation(s) listed on the Notice. Similarly, receipts received from the Department of Water Management must accurately reflect the account number referenced on the Notice of Indebtedness. Members are advised to save their original receipts and other documentation for future reference.

6. **present photocopies of receipts, the Indebtedness Payment Agreement, the Notice of Indebtedness, and other documentation, within the time frame prescribed in Item III-E,**



to the supervisor initiating the associated summary punishment, if available, or an alternate supervisor designated by the unit commanding officer.

B. Supervisory members will:

1. be assigned to present each affected member with both copies of the Notice of Indebtedness.
2. secure the affected member's signature on both copies of the Notice of Indebtedness to acknowledge member's receipt of the document.

**NOTE:** If a member refuses to sign the Notice of Indebtedness, that fact will be entered as "Refused to Sign" on the appropriate signature line. A supervisory member will sign and date it on that same line. Members who are on furlough or medical absence will be served with the Notice of Indebtedness upon their return. If for other reasons, a member cannot be served with the Notice, that fact will be noted on the signature line and a supervisory member will sign and date the letter on that same line.

3. secure the affected member's signature on the Unit Signature Roster and forward the roster to the unit commanding officer. If a member refuses to sign the roster, the procedures listed in Item IV-B-2 will be followed.
4. sign and date the Notice of Indebtedness after it is presented to the affected member.
5. immediately return one signed Notice of Indebtedness to the Human Resources Division, Administration Section, Unit 123.
6. initiate Summary Punishment and present a Summary Punishment Action Request (SPAR) to the affected member following the procedures outlined in Department directive entitled "**Summary Punishment**" and **order the member to come into compliance within the time periods outlined in Item III-E.**
  - a. Investigating members will follow the [SPAR Offense Table Guidelines and SPAR Matrix](#), located on the Bureau of Internal Affairs intranet website, when assessing the appropriate penalties for indebtedness being processed under the provisions of Summary Punishment.
  - b. The summary punishment will be processed to completion following the procedures outlined in Department directive entitled "Summary Punishment." The SPAR **will not be deleted** when a member resolves the overdue debt and comes into compliance.
7. **scan the photocopies of receipts, the Indebtedness Payment Agreement, the Notice of Indebtedness, or other documentation received from the subject Department member, and email them to [debt@chicagopolice.org](mailto:debt@chicagopolice.org), which is administered by the Human Resources Division, Administration Section, Unit 123, and copy the subject member within five (5) days of receipt.**

**NOTE:** *If the supervisor will be unavailable to email the above referenced documents, then the supervisor will request that the unit commanding officer designate another supervisor to complete the necessary tasks associated with the subject member's indebtedness status.*

8. if the member has not come into compliance after the time frame prescribed in Item IV-B-6, obtain a Log Number for a violation of Rule 6 - Disobedience of an order or directive, whether written or oral.

**NOTE:** The supervisor who initiated the summary punishment and ordered the member to come into compliance will be the complainant for the initiation of the Log Number *or, in his absence, an alternate supervisor designated by the unit commanding officer.*

- C. Unit commanding officers will ensure that:
1. members follow the procedures outlined in Item IV-A.
  2. supervisory members follow the procedures outlined in Item IV-B.
  3. if a member is detailed to another unit, that the Notice of Indebtedness is forwarded to the unit of detail, noting the date the letter was forwarded on both copies. Upon receipt of the letter, the commanding officer of the unit of detail will note the date received on both copies of the Notice of Indebtedness.
  4. the completed Unit Signature Roster and signed Notices of Indebtedness for each affected member are forwarded to the Human Resources Division, Administration Section, Unit 123
  5. an alternate supervisor is designated to perform the duties prescribed in IV-B-7 and 8, in the absence of any supervisor who initially presented the subject member with the Notice of Indebtedness.
- D. The Chicago Police Department, Finance Division, will:
1. receive and process the data file listing of indebted members from the City of Chicago, Department of Finance, and forward the processed documents to the Human Resources Division.
  2. serve as a liaison with the City of Chicago, Department of Finance, and advise unit timekeepers concerning the payroll deduction option.
- E. The Human Resources Division will:
1. receive a printed listing, identified by control date, of Department members owing overdue debt to the City of Chicago and three copies of the Notice of Indebtedness for each affected member.
  2. receive a Unit Signature Roster, by control date, identifying every member owing overdue debt to the City of Chicago by unit of assignment.
  3. distribute two copies of a member's Notice of Indebtedness letter to each affected unit along with the Unit Signature Roster.
  4. retain Notice of Indebtedness for the current and two previous control dates.
    - a. the original signed / refused Notice of Indebtedness which has been forwarded to the Human Resources Division from the individual units.
    - b. a copy of the receipts or other proof of compliance forwarded to the Human Resources Division by indebted members.
  5. track indebtedness of Department members by reviewing documentation submitted by members in accordance with the provisions outlined in this directive to determine compliance. If documentation establishes compliance, this fact will be entered in the indebtedness tracking system.
  6. identify Department members who have not demonstrated compliance.
  7. forward a report of members who are not in compliance to the City of Chicago, Department of Finance, Indebtedness Unit, for each control date.
  8. serve as a liaison with the City of Chicago, Department of Finance.
- F. The General Counsel to the Superintendent and the Office of Legal Affairs will be available to provide legal counsel concerning disciplinary investigations alleging indebtedness to the City.



(Items indicated by italics/double underline have been added or revised)

Authenticated by: PS

Garry F. McCarthy  
Superintendent of Police

13-126 MWK/PMD

**PHONE BOOK ENTRIES:**

1. **Department of Finance**  
City Hall - 121 N. LaSalle St, Room 107A  
[www.cityofchicago.org/finance](http://www.cityofchicago.org/finance)
2. **Department of Finance, Indebtedness Unit**  
312-744-8447
3. **Department of Water Management**  
333 South State Street Room 330  
312-744-4426

DEPARTMENT OF POLICE  
3510 South Michigan Avenue  
Chicago, Illinois 60653



Rahm Emanuel, Mayor  
Garry F. McCarthy, Superintendent of Police

TO: [REDACTED]  
[REDACTED]  
AMOUNT OWED: 392.97

**SUBJECT:** Notice of Indebtedness Employee Resource Order E01-07, Revised 13 September 2013  
You are hereby notified that your name appears on a list of City employees who are identified as owing the City overdue debt as indicated below. Failure to pay just debts owed to the City constitutes a violation of Chicago Municipal Code, Chapter 1-19, Debt Due And Owing To The City, and may subject you to disciplinary action. **Documentation demonstrating compliance as specified in Employee Resource Order E01-07 must be presented to the supervisor initiating the associated summary punishment, if available, or an alternate supervisor designated by the unit commanding officer, within the time frame prescribed in E01-07, Section III-E.**

WATR

CUST CODE: 239131

PREM CODE: 239131

Paid

Amount Due  
392.97

CHICAGO POLICE  
FINANCE DIVISION

-L  
AUG 2014 09 40

INQUIRIES (312)744-8447

WWW.CITYOFCHICAGO.ORG/FINANCE

FOR THOSE WHO QUALIFY, A VOLUNTARY PAYROLL DEDUCTION PLAN IS AVAILABLE THROUGH THE CPD FINANCE DIVISION FOR DEBT AMOUNTS GREATER THAN \$250.00. SEE E01-07, SECTION III-E.3. MEMBERS ARE DIRECTED TO ACKNOWLEDGE RECEIPT OF THIS NOTICE BY SIGNING BELOW.

EMPLOYEE SIGNATURE

DATE

SUPERVISOR SIGNATURE / EMP. NUM

DATE

CPD - 61.227 (REVISED 09/13)

09-May-2014

CPD 0260579

# UNIT SIGNATURE ROSTER

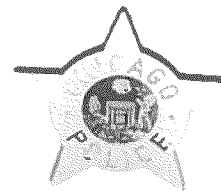
## INDEBTEDNESS MAY 2014 NOTICE

## UNIT 002 District Law Enforcement

	NAME	EMPNUM	PAYTITLE	SPAR #	SIGNATURE	SIGNATURE DATE	
1	EARL BANISTER		9161	535248	x Earl Banister	16 MAY 14	x
2	TASHA BELL		9161				
3	YOLANDA BENNETT		9111	535250	x Yolanda Bennett	16 MAY 14	x
4	ANTHONY BROWN		9161	535254	x Anthony Brown	16 MAY 14	x
5	TANYA DAVIDSON		9111	535251	x Tanya Davidson	16 MAY 14	x
6	ETIENNE DAVIS		9161	535212			
7	DARRYL EDWARDS		9161	535379			
8	CANDACE FREEMAN		9161	535359			
9	FRANCIS FRYE		9161	535249			
10	CARL GIBSON		9122			16 MAY 14	x
11	YVETTE JONES		9161	535255		14 May 14	x
12	DEBORAH JOYNER		9161				
13	ERIC LEE		9161	535245	x Eric Lee	16 May 14	x
14	CARL MARTIN		9161		MEDICAL		
15	TERRENCE MORRIS		9161				
16	MARLON NEMOCKS		9161	535242	x Mr. Nemocks	16 MAY 14	x
17	RENATA PORTER		9161				
18	NENA ROBINSON		9161	535253	Nena Robinson	16 MAY 14	x
19	SAMUEL SMITH		9161	535252		16 MAY 14	x
20	LEAH THOMAS		9161	535246	x Leah Thomas	16 MAY 14	x
21	ROSCOE TOWNSEND JR		9161			16 MAY 14	x
22	CHANA VARNADO		9161	535244	x Chana Varnado	16 MAY 14	x
23	ROGER WASHINGTON		9161		Furlough		

# Chicago Police Department

## Personnel Division



Information Services Division

Data Warehouse

Produced by: [REDACTED]

*\*Only for active personnel*

### Complimentary History

Name	Title	Star	Unit	Detail Unit
DAVIS, ETIENNE M	9161	18404	002	[REDACTED]

### Achievements

Achievements	Total No.
2004 CRIME REDUCTION RIBBON	1
LIFE SAVING AWARD	1
PRESIDENTIAL ELECTION DEPLOYMENT AWARD 2008	1
HONORABLE MENTION	11
2009 CRIME REDUCTION AWARD	1
NATO SUMMIT SERVICE AWARD	1
COMPLIMENTARY LETTER	4
DEMOCRATIC NATIONAL CONVENTION AWARD	1
<b>TOTAL AWARDS</b>	<b>21</b>

CR# 1071889

NOTE: THIS REPORT IS FOR OFFICIAL LAW  
ENFORCEMENT / AUTHORIZED USE ONLY.  
THE INFORMATION IS CURRENT AS OF THE  
DATE AND TIME OF THE REPORT. THIS

TO: Juan J. RIVERA  
Chief  
Bureau of Internal Affairs

FROM: Sergeant James BAIER #879  
Bureau of Internal Affairs

SUBJECT: Investigatory Step

On 13 Nov 2014 at approximately 1630hrs the undersigned met with P.O. Wanda SLATER #7064 of the Human Resources Division regarding the status of P.O. Etienne DAVIS #18404, Unit 002 indebtedness to the City of Chicago. P.O. SLATER #7064 confirmed to the undersigned that P.O. Etienne DAVIS #18404, had paid his outstanding debt and tendered receipts to show proof of payment. P.O. SLATER #7064 also called the City of Chicago Water Department's automated system and input P.O. DAVIS' #18404 account numbers. The automated system stated that there was a zero balance on the account. The undersigned witnessed and overheard the phone call made by P.O. SLATER #7064.

James M. BAIER  
Sergeant  
Bureau of Internal Affairs



-5 NOV 2014 11 03

Chicago Department of Finance  
121 N. LaSalle Street  
Room 107  
Chicago, IL 60602  
(312) 747-4747  
(312) 744-2975 (TTY)  
[www.cityofchicago.org/finance](http://www.cityofchicago.org/finance)

=====

DR - Water Bill	
	327.82

=====

SubTotal:	327.82
Total:	327.82

=====

Cash	328.00
Change	0.18

=====

10/3/2014 02:38 DR00198  
#8863498 /2339/752  
Pay parking tickets, water bills and  
other City fees on-line at  
[www.cityofchicago.org](http://www.cityofchicago.org).

Please take a few moments to tell us  
about your visit today by using the  
online Customer Survey at  
[www.cityofchicago.org/revenue](http://www.cityofchicago.org/revenue)

Thank you.

TO: BAIER # 879  
FROM: ETIENNE DAVIS 18404

INVESTIGATIONS DIVISION  
General Investigations Section

01 December 2014  
Log No.: 1071889

1 This is the statement of Accused Police Officer Etienne DAVIS #18404, Unit 002,  
2 relative to the following allegation:

3  
4 It is alleged by Sgt James BAIER #879 that the accused Police Officer Etienne DAVIS  
5 #18404 received a written order-Notice of Indebtedness form, referencing E01-07 on 15  
6 May 2014 and failed to come into compliance in 30 days of being notified of his  
7 indebtedness to the City of Chicago

8  
9 Statement is being taken at the Bureau of Internal Affairs, Investigations Division, 3510  
10 S. Michigan Avenue, Chicago, Illinois.

11  
12 Questioned &

13 Typed by: SGT BAIER #879

14  
15 Date, Time: 01 Dec 2014 @ 1820hrs

16  
17 Witnessed by:

18  
19 SGT BAIER: What are your full name, rank, star number and unit of  
20 assignment?

21  
22  
23 PO ETIENNE DAVIS: Etienne M. DAVIS #18404 , Police Officer, 002<sup>nd</sup> District

24  
25 SGT BAIER: What is your date of birth and Employee Number?

26  
27  
28 PO ETIENNE DAVIS: 

29  
30  
31 SGT BAIER: What is your date of appointment to the Department?

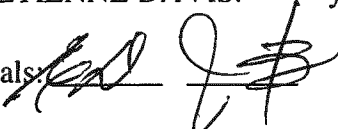
32  
33  
34 PO ETIENNE DAVIS: 17 May 1993

35  
36 SGT BAIER: How long have you been assigned to your present unit?

37  
38 PO ETIENNE DAVIS: 19yrs

39  
40  
41 SGT BAIER: Have you been advised in writing of the charges/allegations made  
42 against you, the name of the complainant, the date and time of the  
43 incident, and your administrative rights thereto?

44  
45 PO ETIENNE DAVIS: yes

46  
Initials: 

47 SGT BAIER: Did you read and understand these charges/allegations and your  
48 rights?

49 PO ETIENNE DAVIS: yes

50

51 SGT BAIER: Are you accompanied by counsel/representative of your choosing,  
52 and if so, identify him for the record?

53

54 PO ETIENNE DAVIS: no

55 **Or**

56

57 Are you now prepared to give this statement without the aid of  
58 counsel/representative?

59

60

61 PO ETIENNE DAVIS: yes

62

63 SGT BAIER: Do you understand that this is an official Police Department report  
64 and that any deviation from the truth could result in allegations or  
65 charges being placed against you?

66

67 PO ETIENNE DAVIS: yes

68

69 SGT BAIER: "Rule 14" of the Chicago Police Department's Rules and  
70 Regulations prohibits making false reports, whether written or oral.  
71 You may be separated from the Chicago Police Department if you  
72 make a false report. Do you understand?

73

74 PO ETIENNE DAVIS: yes

75

76 SGT BAIER: Are you ready to give your statement at this time?

77

78 *Note: Accused member will normally insert a preamble to their*  
79 *statement at this point.*

80

81 PO ETIENNE DAVIS: Yes, however this statement is not being given voluntarily,  
82 but under duress. I am only giving this statement because I know  
83 that I could lose my job if I refuse the direct order being given to  
84 me. Reporting Officer further objects to this investigation because  
85 State Law now requires that anyone making a complaint against a  
86 sworn Police Officer must have the complaint supported by a  
87 sworn affidavit. Reporting Officer does not believe that the  
88 required affidavit has been obtained in this case.

89

90 SGT BAIER: Are you aware that it is the policy of the Chicago Police  
91 Department that all members demonstrate the highest standards of  
92 conduct in public employment and that the overdue debts to the

Initials: 

Page 2 of 6

Log No.: 1071889  
Attachment No.: 12

93 City of Chicago is inconsistent with Department Rules and  
94 Regulations and Policy specifically E01-07 titled Indebtedness to  
95 the City of Chicago?  
96  
97 PO ETIENNE DAVIS: yes  
98  
99 SGT BAIER: According to Department Policy order E01-07, are you aware that  
100 all persons are required by law to pay their indebtedness to the City  
101 and that any inconsistent treatment of Department members  
102 adversely affects public perception of fair and impartial law  
103 enforcement.  
104  
105 PO ETIENNE DAVIS: yes  
106  
107 SGT BAIER: Are you also aware that the City of Chicago Personnel Rules, Rule  
108 18, Item 52, prohibits any present City employee from having  
109 overdue debt with the City?  
110  
111  
112 PO ETIENNE DAVIS: yes  
113  
114 SGT BAIER: Did you receive a notice from the Department of Revenue that you  
115 had an outstanding water debt to the City of Chicago?  
116  
117  
118 PO ETIENNE DAVIS: yes  
119  
120 SGT BAIER: When did you receive the notice from the Department of Revenue?  
121  
122 PO ETIENNE DAVIS: I don't recall  
123  
124 SGT BAIER: Did you receive notice from the Chicago Police Department  
125 indebtedness program that you had an outstanding debt to the City  
126 of Chicago?  
127  
128 PO ETIENNE DAVIS: yes  
129  
130 SGT BAIER: Did you acknowledge the debt to the City of Chicago by affixing  
131 your signature on the Notice of Indebtedness forms presented to  
132 you on 15 May 2014.  
133  
134 PO ETIENNE DAVIS: yes  
135  
136 SGT BAIER: Were you given one of the Notice of Indebtedness forms that you  
137 signed to keep for your records?  
138

Initials: 

INVESTIGATIONS DIVISION  
General Investigations Section

01 December 2014  
Log No.: 1071889

139 PO ETIENNE DAVIS: yes  
140  
141 SGT BAIER: Did you sign the Unit Signature Roster?  
142  
143 PO ETIENNE DAVIS: no  
144  
145 SGT BAIER: Did you receive and acknowledge a SPAR relative to your  
146 indebtedness to the City of Chicago on 15 May 2014 when you  
147 received your Notice of Indebtedness forms?  
148  
149 PO ETIENNE DAVIS: yes  
150  
151 SGT BAIER: Were you given a Direct Order by Sgt. WARE # 2331 that you  
152 must come into compliance within 30 days (for non-exempt, non-  
153 probationary members) or 7 days (exempt, probationary & non-  
154 union members)?  
155  
156 PO ETIENNE DAVIS: I don't recall  
157  
158 SGT BAIER: Did you also receive a To-From Subject Report regarding  
159 Employee Indebtedness Notification authored by Chief Eugene  
160 WILLIAMS of the Bureau of Administration?  
161  
162 PO ETIENNE DAVIS: I don't recall that form  
163  
164 SGT BAIER: According to Department Directive E01-07 Section III-E states in  
165 part, "non-exempt, non-probationary members have 30 days from  
166 the date of notification to come into compliance." Did you resolve  
167 the overdue debt as required?  
168  
169 PO ETIENNE DAVIS: yes  
170  
171 *If yes*  
172  
173 SGT BAIER: When did you resolve the overdue debts?  
174  
175 PO ETIENNE DAVIS: 03 Oct 2014  
176  
177 SGT BAIER: How did you resolve the overdue debt?  
178  
179 PO ETIENNE DAVIS: I paid it  
180  
181 SGT BAIER: According to Department Direct E0-07, resolution of the overdue  
182 debt must be done by documenting payments or challenges,  
183 payment in full, establishing payroll deductions, establishing a  
184 payment plan to the City Department, establishing a payment plan

Initials: 

Page 4 of 6

Log No.: 1071889  
Attachment No.: 12



185 with City Law Firm or by providing a petition filed in Bankruptcy  
186 Court. Have you any documents that proving that you have taken  
187 any of the above actions and if so which documents do you have to  
188 present to me now?  
189

190 PO ETIENNE DAVIS: Chicago Department of Finance Water Bill Receipt  
191

192  
193 SGT BAIER: Did you obtain a receipt form the appropriate debt collection  
194 department after resolving the debt as delineated in Department  
195 Order E01-07, Section IV, A-5?  
196

197 PO ETIENNE DAVIS: yes  
198

199 SGT BAIER: Did you tender to the Human Resource Division any documents,  
200 photocopies of receipts, Indebtedness Payment Agreement, or  
201 other documents to demonstrate compliance within the prescribed  
202 time frame as indicated in Department Order E01-07?  
203

204 PO ETIENNE DAVIS: yes  
205

206 SGT BAIER: Who did you give said documents to?  
207

208 PO ETIENNE DAVIS: I gave it to the Officer at Human Resources. I don't recall  
209 her name.  
210

211  
212  
213 SGT BAIER: Do you have time stamped documents from Human Resources  
214 Division indicating when you turned in the documents?  
215

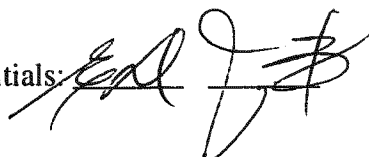
216  
217 PO ETIENNE DAVIS: yes  
218

219 SGT BAIER: After reading this statement consisting of 6 pages and finding it  
220 contains the responses you have given, will you sign it?  
221

222 PO ETIENNE DAVIS: yes  
223

224  
225 SGT BAIER: Statement concluded at 1833 hours.  
226


227  
228  
229  
230

Initials: 

INVESTIGATIONS DIVISION  
General Investigations Section


01 December 2014  
Log No.: 1071889

231  
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237  
238  
239  
240  
241  
242  
243  
244  
245  
246

 18464


PO ETIENNE DAVIS, Star  
Unit of Assignment

Witnessed by:

 #879

Sergeant James BAIER #879  
Investigations Division  
General Investigations Section

Initials



**BUREAU OF INTERNAL AFFAIRS  
RECORDS SECTION**

**02 DECEMBER 2014**

**TO: COMMANDING OFFICER UNIT 121**

**FROM: RECORDS SECTION  
INTERNAL AFFAIRS DIVISION**

**SUBJECT: PREVIOUS SUSTAINED DISCIPLINARY HISTORY OF:**

DAVIS	ETIENNE	18404	002
NAME	(LAST, FIRST)	STAR	UNIT
MALE	BLACK		
SEX	RACE		

**REFERENCE: COMPLAINT REGISTER / LOG NUMBER 1071889  
THE PREVIOUS SUSTAINED DISCIPLINARY HISTORY OF THE SUBJECT  
ACCUSED HAS BEEN REQUESTED IN YOUR NAME BY:**

SGT.	BAIER	879		121
RANK	NAME	STAR	EMPLOYEE#	UNIT

**RELATIVE TO A SUSTAINED FINDING IN THE INVESTIGATION OF THE  
ABOVE REFERENCE COMPLAINT LOG NUMBER.**

**THE RECORDS SECTION, BUREAU OF INTERNAL AFFAIRS, DISCLOSED  
THE FOLLOWING DISCIPLINARY ACTION ADMINISTERED TO THE  
SUBJECT ACCUSED FOR THE PAST FIVE (5) YEARS.**

**VERIFIED / PREPARED BY;**

**P.O. PEDRO RODRIGUEZ**

**NONE  
SEE ATTACHED**

**FOR: COMMANDING OFFICER  
RECORDS SECTION  
BUREAU OF INTERNAL AFFAIRS**



# Chicago Police Department

Internal Affairs Division

## SPAR HISTORY REPORT (Sustained Findings)



Name	Star#	Unit	Position	Sex	Race	Birth Date	Date of Appointment
DAVIS, ETIENNE M	18404	002/-	POLICE OFFICER	M	BLACK		17-MAY-1993

History : Total No. SPAR's: 1

Log #	Incident Date	Completed Date	Disciplinary Action	Transgression Type	Suspension Dates
535212	15-MAY-2014	19-MAY-2014	NO DISCIPLINARY ACTION	022B - INDEBTEDNESS TO THE CITY	

For Official Police Purposes Only! This information is confidential and should not be disseminated for reasons other than its intended purpose.  
CLEAR, Personnel Suite: Automated SPAR Application Print Date and Time: 02-DEC-2014 09:02:12

1 of 1

**Investigations Division  
General Investigations Section**


**02 December 2014  
Log# 1071889**

**TO:** Lieutenant Edwin J. KAUP Jr., Star 771  
Commanding Officer  
General Investigations Section


**FROM:** Sergeant James M. BAIER, Star 879  
Investigations Division  
General Investigations Section

**SUBJECT:** Completion of Complaint Log Number 1071889

The following investigation is complete and submitted for approval.

  
Sergeant James M. BAIER #879  
Investigations Division  
General Investigations Section

Approved:

  
Case Management Supervisor  
Investigations Division  
General Investigations Section

# SUMMARY REPORT DIGEST

CHICAGO POLICE DEPARTMENT

LOG NO

1071889

TYPE

CR

DATE OF REPORT

02-DEC-2014

INSTRUCTIONS: To be used in all cases that are to be classified as either EXONERATED, UNFOUNDED, NOT SUSTAINED, NO AFFIDAVIT, or in SUSTAINED cases where the Disciplinary Recommendation does not exceed Five (5) DAYS SUSPENSION.

**TO:** DEPUTY SUPERINTENDENT, BUREAU OF PROFESSIONAL STANDARDS  
**ATTENTION:** CHIEF, INTERNAL AFFAIRS DIVISION

FROM - INVESTIGATOR'S NAME	RANK	STAR NO	UNIT ASSIGNED	UNIT DETAILED
BAIER, JAMES	9171	879	121	

REFERENCE NOS. (LIST ALL RELATED C.L., C.B., I.R., INVENTORY NOS., ETC., PERTINENT OF THIS INVESTIGATION)

INCIDENT ADDRESS:	DATE / TIME: 07-OCT-2014 17:10	BEAT: 225
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## ACCUSED

NAME	RANK	STAR NO	UNIT ASSIGNED	UNIT DETAILED	SEX/RACE	APPOINTED DATE	ON DUTY ?	SWORN ?
DAVIS, ETIENNE M	9161	18404	002		M / BLK	17-MAY-1993	YES	YES

## REPORTING PARTY

NAME	ADDRESS*	CITY STATE	TELEPHONE	SEX / RACE	DOB / AGE
WARE, TIMOTHY	RANK: 9171, STAR NO: 2331			M / BLK	/ 59

## VICTIMS

NAME	ADDRESS*	CITY STATE	TELEPHONE	SEX / RACE	DOB / AGE
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## WITNESSES

NAME	ADDRESS*	CITY STATE	TELEPHONE	SEX / RACE	DOB / AGE
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\* IF CPD MEMBER, LIST RANK, STAR, EMPLOYEE NOS. IN ADDRESS, PAX/BELL IN TELEPHONE BOX.

## ALLEGATIONS

SEE ATTACHED PAGES

## SUMMARY

SEE ATTACHED PAGES

## ATTACHMENTS

INVESTIGATIVE REPORTS - SUPPORTING ALLEGATIONS LIST ATTACHMENTS NUMBER	INVESTIGATIVE REPORTS - SUPPORTING ACCUSED MEMBERS(S) LIST ATTACHMENTS NUMBER:	PHYSICAL EVIDENCE LIST ATTACHMENTS NUMBERS:	TOTAL NUMBER OF ATTACHMENTS SUBMITTED WITH THIS FILE:
6,7,8	NONE	NONE	13

## FINDINGS - RECOMMENDATIONS

SEE ATTACHED PAGES

DATE INITIATED  
(Date incident was received for investigation)

15-OCT-2014

DATE COMPLETED (Date of this report)

02-DEC-2014

ELAPSED TIME  
(Total time expressed in days)

48

Investigator will initiate the Command Channel Review form by  
completing the Investigator's Section.

INVESTIGATOR'S SIGNATURE

*[Signature]* #879

IF NECESSARY, USE AN 8 1/2 x 11" SHEET OF WHITE PAPER TO CONTINUE ANY ITEM.

### **SUMMARY REPORT DIGEST (CONTINUED)**

#### **ALLEGATION(S):**

NOTE: Compliant Log "TYPE" is classified CR-Sworn Affidavit Not Required

#1- It is alleged by Sgt. James BAIER #879, Unit 121 that the accused Police Officer Etienne DAVIS #18404, Unit 002, received a written order-Notice of Indebtedness form, referencing A.S.O. 05-05 or E01-07 on 15 May 2014 and failed to come into compliance within 30 days of being notified of his indebtedness to the City of Chicago.

#### **SUMMARY:**

This investigation was initiated by Sgt. WARE #2331, Unit 002, on 07 Oct 2014 and assigned to the undersigned on 15 Oct 2014. The case file was found to contain the initiation report that set out the allegation (ATT#4).

The undersigned obtained additional documentation from the Chicago Police Department Human Resources Division pertinent to the accused member's indebtedness. These documents included copies of a Notice of Indebtedness signed by the accused which bears his signature and is dated 15 May 2014, a Unit Signature Roster bearing the accused member's name, which also reflects the accused received SPAR #535212 as a result of his indebtedness and payment receipts stamped by the Human Resources Division(ATT# 7, 8, 11).

On 01 Dec 2014, the accused appeared at the Bureau of Internal Affairs to provide a formal statement in response to the allegations. Prior to the interview, the undersigned presented the accused with the Notification of Allegations, Administrative Proceedings Rights and Request to Secure Legal Counsel forms (ATT# 5). During his statement, the accused related in essence and not verbatim that he was notified of his indebtedness 15 May 2014 and on that date signed a Notice of Indebtedness. The accused related he paid his debt on 03 Oct 2014, but did not tender the documentation to the Human Resources Division within the prescribed time frame as required.

Based upon the facts and evidence presented at this time, the undersigned finds substantial evidence to support the allegation; in that the accused was informed of his water debt on 15 May 2014 and failed to come into compliance with the debt until he presented a paid receipt from the Department of Finance to the Human Resources Division on 05 Nov 2014.



**FINDINGS:**

Accused: Police Officer Etienne DAVIS, Star #18404, [REDACTED] Unit 002

Allegation #1: **SUSTAINED**-Violation of Rule 2: Any action or conduct which impedes the Department's efforts to achieve its policy and goals or brings discredit upon the Department. It has been determined that on 15 May 2014 the accused received a written order-Notice of Indebtedness form and failed to come into compliance within 30 days of being notified of his indebtedness to the City of Chicago, in violation of E01-07, Section IV.A.

**SUSTAINED**- Violation of Rule 6: Disobedience of an order or directive, whether written or oral. It has been determined that on 15 May 2014 the accused received a written order-Notice of Indebtedness form and failed to come into compliance within 30 days of being notified of his indebtedness to the City of Chicago, in violation of E01-07, Section IV.A.

**RECOMMENDATION:**

Based on the sustained finding and after reviewing the complimentary and disciplinary histories of the accused, the undersigned recommends that the accused Police Officer Etienne DAVIS, Star # 18404, [REDACTED] Unit 002 receive a **REPRIMAND**.

**DATE INITAIED: 15 OCT 2014**

**DATE COMPLETED: 02 DEC 2014**

**ELAPSED TIME: 48 DAYS**

**REQUEST FOR REVIEW OF DISCIPLINE  
(REPRIMANDS AND SUSPENSIONS FROM ONE (1) TO TEN  
(10) DAYS)**

BUREAU OF INTERNAL AFFAIRS/  
INDEPENDENT POLICE REVIEW AUTHORITY  
CHICAGO POLICE DEPARTMENT

**SUPERVISOR PRESENTING TO ACCUSED:**

NAME <i>H. Gray</i>	STAR NO. <i>270</i>
SIGNATURE <i>[Signature]</i>	
DATE <i>20 APR 15</i>	TIME <i>1600</i>

NAME  Police Officer Etienne Davis	STAR NO.  18404	COMPLAINT REGISTER NO.  1071889
VIOLATION OF RULE NO(S).  2 & 6		PENALTY  Reprimand

**NOTE:** AN ACCUSED MEMBER HAS TEN (10) WORKING DAYS TO CHOOSE ONE OF THE FOLLOWING OPTIONS.  
IN THE EVENT THE ACCUSED DOES NOT MAKE AN ELECTION WITHIN TEN (10) WORKING DAYS THE PENALTY WILL BE  
DEEMED ACCEPTED.



**ACCEPTANCE OF PENALTY**

I accept the above penalty and waive my right to a review of the penalty.



**ELECT TO FILE A GRIEVANCE SEEKING BINDING SUMMARY OPINION. I WILL SUBMIT THE APPROPRIATE GRIEVANCE  
REPORT WITHIN THE TIME PARAMETERS DELINEATED IN MY COLLECTIVE BARGAINING AGREEMENT.**

Sworn represented members **SHALL NOT** be required to serve the suspension until such time as the arbitrator's award  
is received.

SIGNATURE \_\_\_\_\_ DATE & TIME \_\_\_\_\_  
(ACCUSED MEMBER)

THE SUPERVISOR PRESENTING THIS FORM WILL NOTE THE DATE AND TIME OF PRESENTATION TO THE ACCUSED IN THE UPPER RIGHT HAND  
CORNER. THE SUPERVISOR WILL SIGN (AND DATE/TIME) THE FORM AND IMMEDIATELY FORWARD THE ORIGINAL TO THE BUREAU OF  
INTERNAL AFFAIRS / INDEPENDENT POLICE REVIEW AUTHORITY AND GIVE THE COPY TO THE ACCUSED.

THE ACCUSED WILL MAKE AN ELECTION AND SIGN (AND DATE/TIME) THE FORM. IF THE ACCUSED REFUSES TO SIGN THE FORM, THE  
PRESENTING SUPERVISOR WILL MARK THE FORM "REFUSED", SIGN, AND FORWARD IT TO THE BUREAU OF INTERNAL AFFAIRS/INDEPENDENT  
POLICE REVIEW AUTHORITY. **A REFUSAL TO SIGN WILL BE DEEMED AN ACCEPTANCE OF THE PENALTY IF THE ACCUSED FAILS TO MAKE AN  
ELECTION WITHIN TEN (10) WORKING DAYS.**

SIGNATURE \_\_\_\_\_ DATE & TIME \_\_\_\_\_  
(SUPERVISOR/WITNESS)

**NOTE:** AN ACCUSED MEMBER HAS TEN (10) WORKING DAYS IN WHICH TO MAKE AN ELECTION FROM THE OPTIONS ABOVE  
AND RETURN FORM TO THE BUREAU OF INTERNAL AFFAIRS OR THE INDEPENDENT POLICE REVIEW AUTHORITY.

CPD-44.246 (REV. 3/15)

DISTRIBUTION: ORIGINAL TO B.I.A. OR I.P.R.A, COPY TO ACCUSED MEMBER.

Return to: P.O. J. Jones  
Advocate Section  
Bureau of Internal Affairs  
Unit 121 – Pax 0604 **RA**

CPD 0260597

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**SPECIFICATIONS**

Accused: Police Officer Etienne Davis Star: 18404 Unit: 002

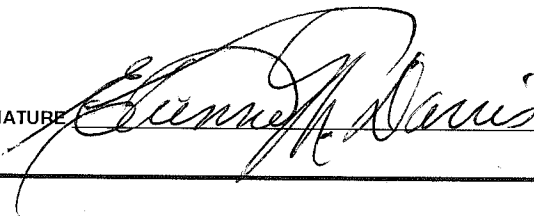
Rule 2: Any action or conduct which impedes the Department's efforts to achieve its policy and goals or brings discredit upon the Department.

Basis: In that on 15 May 2014 the accused received a written order-Notice of Indebtedness form and failed to come into compliance within 30 days of being notified of his indebtedness to the City of Chicago, in violation of E01-07, section IV.A, thereby bringing discredit upon the Department.

Rule 6: Disobedience of an order or directive, whether written or oral.

Basis: In that on 15 May 2014 the accused received a written order-Notice of Indebtedness form and failed to come into compliance within 30 days of being notified of his indebtedness to the City of Chicago, in violation of E01-07, section IV.A, thereby bringing discredit upon the Department.

ACCUSED MEMBER WILL ALSO ENDORSE  
THIS NOTIFICATION OF SPECIFICATIONS. SIGNATURE



DATE